

# ICSEW Celebrates 30th Anniversary

**By Dawn Baker  
ICSEW Chair**

As my term serving as Chair of ICSEW comes to a close I have taken some time to reflect on the past year. Many personal and professional milestones have been reached during this time. Many of them would not have been possible were it not for this committee. ICSEW is more than just a “women’s club,” it’s more than just a place for women to gather and talk



*The 1999-2000 ICSEW Executive Board includes (left to right on first row) Linda Jekel, Promotional and Career Opportunities; Dawn Baker, Chair; Melissa Clarey, Budget; Sheila Johnston-Teeter, Membership; (second row) Donna Lynch, Communications; Vicki Biscay, Health Care and Wellness; Karen Dunn, Conference; and Sherrie Funston, Executive Secretary. Absent from photo are Kathy Shore, Vice Chair; Gail Grosvenor-Nyreen, Education; and Maryann Connell, Childcare Task Force.*

about what’s wrong with the world. It’s a place where we can put our energies into affecting change. Some may question why we even need this committee. So, with that in mind I offer my perspective.

### Why Do We Need ICSEW?

In 1970 the Interagency Committee on the Status of Women (ICSW) was established by Governor Dan Evans. The purpose of this committee was to determine what actions should be taken to ensure full equality for women in state government and under laws administered by state governments.

During the past 30 years ICSEW has been instrumental in identifying issues affecting state employed women and recommending actions and/or policy changes to the Governor’s office. Many might feel that the work ICSEW did in the past was important but that the issues that face women today are no longer as critical as they once were. Where women were once relegated to office support staff and file clerks, today women have been given opportunity to move into the higher level administrative positions once thought to be for men only. Women are making more money then they ever have, seemingly having it all. The truth of the

matter is that, although progress has been made, there is much more that needs to be done. Women in Washington still make 78 cents for every dollar a man makes. Girls in school are still discouraged from taking the higher level mathematics and sciences, instead being directed into the social sciences, which typically pay less than technical jobs.

The focus of ICSEW has not changed. But, how do we continue to affect change? One step at a time. Education being key. Recommending rules, policies or laws won’t help to change people’s minds. Helping someone to see and understand another perspective is far more effective. ICSEW has played a key role in educating people on such issues as diversity, domestic violence, and pay equity for women. Bringing awareness of these issues through training opportunities, public displays, and the InterAct newsletter. The need for this work to continue really goes without saying, and support is needed. Support from the top down. From the Governor’s office to the ICSEW members’ supervisor and everyone in between. The work this committee is doing cannot continue without this support. I urge agency directors, managers and supervisors to

voice their support and put that into practice by allowing the members of this committee to attend the meetings, actively participate on sub committees, and serve as your agency’s representative in the fullest sense of the word.

### Who Are They?

The women that I have had the privilege of working with on this committee are some of the most dynamic individuals I’ve ever met. These women have full time jobs and the work they do on ICSEW is in addition to their regular job duties. Many of them are single parents so, along with working 40 hours a week and volunteering on this committee, they are raising a family by themselves, no easy task! The kind of dedication they show is exceptional. The only rewards offered are personal. No money or, in many cases, formal recognition is ever given. In addition, many of the members must contend with supervisors that do not understand or support their efforts on the committee. Despite these obstacles they continue to give their best. My sincere thanks go to each one of them. Without their untiring work this committee would not exist and I believe it would be a loss to everyone.

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## ICSW and ICSEW Chairs from 1970 to Present

Term	Name	Agency
Oct. 1970 – Jan. 1971	Thomas Gardner	Governor’s Office
June 1971 – Jan. 1975	Janet Ward	Personnel
Jan. 1975 – Jan. 1976	Laurie Sanders	Licensing
Jan. 1976 – Dec. 1977	Bette Johnson	Fisheries
Jan. 1977 – July 1977	Marge Mahoric	Game
July 1977 – Jan. 1978	Bernie Smith	Labor and Industries
Jan. 1978 – May 1979	Laurie Sanders	Licensing
May 1979 – Sept. 1979	Gretchen Thorson	
Oct. 1979 – June 1982	Mary Jo Lavin	Natural Resources
June 1982 – June 1985	Maxine Krull	Employment Security
June 1985 – Jan. 1986	Kathy Sullivan	OFM
Feb. 1986 – June 1987	Sheryl Wilson	Retirement Systems
June 1987 – Nov. 1989	Marveen Rohr	Wildlife
Dec. 1989 – Nov. 1991	Kathy Willis	Labor and Industries
Dec. 1991 – June 1993	Linda Lethlean	
July 1993 – June 1994	Sadie Hawkins	OFM
July 1994 – June 1996	Rachel LeMieux	
July 1996 – June 1997	Marguerite Austin	Parks and Recreation
July 1997 – June 1998	Dawn Hitchens	Higher Education
July 1998 – June 1999	Kristi Hubble	DSHS
July 1999 – June 2000	Dawn Baker	Personnel and DSHS



## Take Our Daughters to Work Day

The Governor’s ICSEW has been a strong supporter of *Take Our Daughters to Work Day*. A national event founded by the Ms. Foundation, it occurs on the third Thursday in April of each year.

For the past two years ICSEW has sponsored interagency, all-day events to help educate children about public service careers, as well as to motivate and inspire them to plan for their futures. In 1999, the event theme was “*The Future is Me!*” The event featured speakers who focused on what their advice would be for our “work force of tomorrow.” They talked about the road they’d traveled to get where they are today, the challenges, the importance of planning for one’s future, and about self esteem issues for young women.

The event was so successful that ICSEW was inspired to do it again. The committee for 2000 included: Dawn Baker, DSHS; Kathy Shore, Health; Toni Palzer-Johnson, DNR; AnnyKay Melendez, Auditor’s Office; Brenda Landers, HECB; Donna Lynch, Ecology; Debbie Robinson, Lottery Commission; Connie Clark, Health

Care Authority; and Bonita Hill, Health.

This year’s theme was “*Free to Be You and Me*” with an emphasis on women in non-traditional careers. The 150 children broke into 10 groups and rotated around the GA auditorium to listen to different speakers. The professions included: carpentry; engineers; public land management; dental hygienists; sales and marketing; police/law enforcement; dog trainer/entrepreneur; desktop publishing; entomology; and forestry.

A live auction, with proceeds going to Farm Animal Rescue Mission, started off the afternoon. Up next was a local enterprise which provides hands-on activities for kids. After an intensive day of standing and listening to speakers, both children and adults welcomed the opportunity.

Governor Locke closed the day’s festivities by talking about the advances of working women in the past 30 years, the importance of setting goals, dreaming big, and believing in oneself. He emphasized that each and every one of us can become what we want to be, with the right planning, education, hard work, and perseverance.

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**Research Has Played an Important Role**

# The History of PCOC

**By Linda Jekel  
PCOC Chair**

In 1994, the Promotional and Career Opportunity Committee (PCOC) was formed as an ad hoc committee of ICSEW. The basis for forming this committee was due to ICSEW conducting a non-scientific poll of state employees to determine the most important issues affecting women in state employment. Promotional and career opportunities was one of the four top issues. The rest of the year was devoted to researching and recommending how to address this issue.

In June 1995, ICSEW executive board members presented research work and recommendations on mentoring to Governor Lowry where we received support. The following is the recommendation from the Executive Summary:

“A mentoring program helps employees become more self-confident about their abilities to perform their work and be successful. It also motivates employees to become high performers and increase productivity. Requiring all agencies to have a mentoring program in place would be ideal. Because of the expense involved, especially when the budget is tight, ICSEW refrains from recommending this action at this time.”

In 1996, PCOC devoted time to implementing progress on those agencies with mentoring programs. In addition, another ad hoc committee also recommended alternate work environments, such as flexible work schedule, telecommuting, and job share. Melissa Clarey chaired a Life-Long Learning Committee during July 1997 to June 1998. Materials from her committee were consolidated into a booklet distributed at the 1999 ICSEW annual conference.

In 1997, ICSEW surveyed state-

employed women as to the most important issues they faced. Women responded that comparable worth and pay equity were top concerns. PCOC explored the history and current condition of comparable worth and pay equity. PCOC then decided to put together a discussion panel to open dialogue on these issues and educate people about the present status of comparable worth and pay equity, particularly for state employed women.

On March 10, 1998, PCOC sponsored a panel discussion on comparable worth. PCOC was most fortunate to have the generous participation of thoroughly knowledgeable panelists with years of experience around issues of comparable worth and pay equity. The panel included a balanced mix of experts. Some of the panelists were key players when comparable worth and pay equity discussions were unfolding with the Legislature and the union. They recalled the events leading up to the implementation of comparable worth. Other panelists added their personal experiences during the struggle for comparable worth and other intriguing data. ICSEW taped the panel discussion and you can borrow that video by contacting the person named on the ICSEW website at [www.wa.gov/icsew/issues/payeqty.htm](http://www.wa.gov/icsew/issues/payeqty.htm)

In November 1998, PCOC met with Governor's policy staff and other individuals. The purpose of the November meeting was to look at what data is available to determine the status of Washington women in the areas of pay equity and comparable worth and come up with an action plan. The group brainstormed on areas of possible research.

One area for research and analysis is data from the Department of Personnel on gender demographics, age, race, and matching pay rates. In

addition, comparisons between the private sector as well as the state job information may be helpful as well as an analysis of the Washington labor market to determine the degree of pay gap that may exist. The group agreed to meet monthly starting in 1999. While PCOC continued to accumulate information about comparable worth and pay equity, the Governor's group did not meet in 1999.

For more information about the November 1998 meeting, please see the Interact January/February 1999 issue, article titled 1999 Focus – Comparable Worth and Pay Equity, available on the ICSEW website at [www.wa.gov/icsew/Interact/janfeb99.htm# Comparable Worth](http://www.wa.gov/icsew/Interact/janfeb99.htm#ComparableWorth)

In late 1999, PCOC was successful in re-establishing contact with the Governor's policy staff regarding pay equity. On March 6, 2000, ICSEW Chair Dawn Baker and PCOC Chair Linda Jekel met with Rich Nafziger regarding wage gap and pay equity. ICSEW received the go-ahead to bring a group together to discuss comparable worth and pay equity.

On April 11, a group of 12 individuals met representing the Governor's Policy Office, Office of Financial Management, Department of Personnel, Attorney General's Office, Employment Security, and representatives from ICSEW. The group was given a notebook containing the research from PCOC, collected from articles or studies written about comparable worth, wage gap, or pay equity.

The group agreed to meet again regarding the next step of further research or start working on solution proposals. On May 22 the group met and agreed to use the information presented at the April 11, 2000 meeting and begin drafting solution proposals. The group will meet again this summer to review the draft solution proposal.

## ICSEW Celebrates 30th Anniversary

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The past year has been a very exciting time for me personally and I have enjoyed my term as Chair. I am proud to have served on this committee and will miss the frenzied activity that has accompanied much of the last year. I would like to take a moment and recognize the members of the Executive Board who have worked so hard alongside me to make this year successful.

Kathryn Shore, Vice Chair, for her passion and commitment to stopping domestic violence.

Linda Jekel, Chair of the Promotional and Career Opportunities Committee, for her determination in bringing a very busy and diverse group of people together to develop a strategy for tackling the wage gap/pay equity issue.

Sheila Johnson-Teeter, Membership Chair, for her ability to coordinate a group of 70+ people, putting a tremendous amount of information into an organized format, keeping us on track and making it all look so easy.

Melissa Clarey, Budget Chair, for being able to keep financial track of where we are, where we are going, and

how we are going to get there and showing patience with those of us unfamiliar with the budget process.

Sherrie Funston, Executive Secretary, for keeping the minutes in both our general membership and Executive Board meetings and managing to make them clear and concise, something that was no small accomplishment at times.

Gail Grosvenor-Nyreen, Education Chair, for managing to run the committee from her Seattle office under conditions that required humor, patience, and sensitivity.

Donna Lynch, Communications Chair, for her creativity and ability to see things for what they could be and not just what they are.

Karen Dunn, Conference Chair, for her organizational skills, sense of

adventure and willingness to take risks to accomplish her dreams.

Maryann Connell, Childcare Task Force, for her willingness to take this issue, break it up into bite-sized pieces and follow through.

Vicki Biscay, Health and Wellness Chair, for bravely taking on this committee despite her reservations, keeping on track while holding down a full time job, raising a teenage daughter and going back to school.

There are so many more that I would like to mention by name but space limits me to these few. I would like to close by giving my sincere thanks to each member of ICSEW for their support and encouragement. It was a learning process for me and I couldn't have done it without each one of them.

### Calendar of Events

**Independence Day ..... July 4**  
**ICSEW 30th Anniversary Celebration ..... July 11**  
**ICSEW Executive Board ..... August 9**  
**Labor Day ..... September 4**  
**ICSEW General Membership Meeting ..... September 12**





Governor Albert Rosellini is pictured with the original members of the Governor's Commission on the Status of Women, established February, 1963. Chair of the commission was Mildred Dunn. Washington State was the second state in the nation to establish such a commission. At the National Governor's Conference in Florida that year, Rosellini went on record urging all states to establish their own commission. Rosellini was praised for taking the first steps to review the legal, social, economic and political status of women in our state.

# The Early Years: 1963 to 1970

**By Donna Lynch  
Communications Chair**

This month we are celebrating the 30<sup>th</sup> anniversary of the Governor's Interagency Committee of State Employed Women (ICSEW). While Governor Dan Evans did appoint the first committee in October of 1970, the roots of this organization go back even further. Let's start at the very beginning.

**1963**

Judge Evangeline Starr made a presentation in June of 1963 on the legal rights of women. The presentation was made in Yakima to the Governor's Commission on the Status of Women. Her report first talked about what was equal for men and women. Included were things like holding public office, owning and controlling separate property, pursuing a vocation/profession.

The second part of her report covered laws that were unequal between men and women. For example: A woman could serve on a jury, but it was not required and she could claim an exemption. A wife could not transfer stocks without her husband's signature. A married woman could not sue for personal injuries unless her husband was a party in the suit. Men could marry at age 21, while women could enter into the contract at age 18. Once married, the woman was of legal age.

Regarding employment, wage discrimination due to sex was prohibited. It was a misdemeanor, and the penalty was no more than 90 days in prison or a fine of not more than \$250. Female employees who were discriminated against were entitled to recover in a civil action.

The next meeting of the Governor's Commission on the Status of Women was held September 1963 in Spokane. From the agenda, items of discussion included:

- Employment Policies and Practices
- Federal Social Security and Tax

Laws, Labor Laws and Legal Rights

- The Family and the Employed Woman
- Expanded Programs for the Employed Woman and Education.
- Daycare Program for Children of Working Mothers
- In-Service Training Courses

Also in 1963, Governor Albert Rosellini went on record urging all attendees at the National Governors' Conference to establish their own State Commission on the Status of Women. Following President Kennedy's insight to form a national commission, Washington State was the second to start a state commission.

Commission Chair Mildred Dunn praised Governor Rosellini for having the State Personnel Board review regulations to assure appointments and promotions were made without discrimination against women, and that all persons doing work with the state under bid or contract did not discriminate.

Ms. Dunn's letter to the Governor goes on to outline the work the commission accomplished in 1963. There were 12 public meetings held across the state, and "during these open public meetings we found attitudes, customs and practices which unjustly affect the employment status of women. Many employers still view women as temporary or part-time workers."

**1965**

In July of 1965, a national conference was held in Washington, D.C. and 43 of the states participated. Attending from our state was Vesta Cutting, the second chair of the Washington commission. Interestingly, she was referred to as "chairman."

The next known meeting was an organizational meeting in December of 1965. Governor Dan Evans asked the commission to focus on four areas:

1. Service
2. Education
3. Employment
4. Citizenship

The following is an excerpt from Ms. Cutting's presentation::

"There is restrained action taking place. The fact that almost every state has a Commission on the Status of Women is but one indication of movement.

"Probably the happiest aspect of the entire situation is that these movements are being participated in and led by men and women of both political parties who are proven leaders in education, employment and community services.

"And as time goes on and we give way to younger women of accomplishment the movement will grow in number and in stature.

"But we are the pioneers, aware of the necessity for cautious advancement. We must not expect our baby to run before she can crawl.

"We are surmounting walls of prejudice and those walls were partially erected by women's own behavior.

"Before women realized that equal opportunity was within their grasp they failed to prepare for equality.

"But that can be remedied."

**1970**

Jump ahead five years. Upon the recommendation of the commission, Washington State began the Status of Women Interagency Committee, later referred to as the Interagency Committee on the Status of Women (ICSW). Attending that first meeting on October 21, 1970 were:

- Tom Gardner, Chair - Governor's Office
- Maxine Daly - Employment Security
- Gayle Berry - AG's Office
- Evelyn Hylton - GA
- Lee Nishiura - Governor's Office
- Maryan Reynolds - State Library
- Lana Schmid - Personnel
- Ester Seering - Governor's Office
- Arlene Smith - Liquor Control Board
- Janet Ward - DSHS
- Lucille Trucano (attending for Marjorie Anderson) - Public Instruction
- Glen Mansfield (absent) - Board Against Discrimination

Here are some of the notes from that first meeting:

"There was a definite feeling among the original commission members that sex discrimination in state employment was evident. This generated a good deal of discussion among committee members. Some points covered in this discussion include the following:

"1. Some employment discrimination was the women's own fault as they did not request promotions.

"2. Charges of discrimination in the areas of promotion, job transfer, and educational opportunities are hard to prove.

"3. Retirement pension to women is less than that paid to men based on the statement that women live longer. There has been no research presented which substantiates the notion that working women live longer than working men.

"4. The recommendation was made that the state government should establish a women's commission by statutory action.

"5. The Board Against Discrimination has expressed an interest in having the word "sex" added in state laws against discrimination, if the recommendation carries with it money for additional staffing of the board. This presents the possibility of joint sponsorship of a bill to provide this.

"6. Equal Pay Law does not provide for a complaint procedure. This is administered through the Department of Labor and Industries, which does not have staff to enforce it.

"7. Management of Community Property Laws need to be made realistic in light of today's working women. This includes the need for a provision which allows a woman to sue and be sued in her own name."

Three subcommittees were created. They included short-term action, long-range planning, and education. This was the official start to what is now known as the Interagency Committee of State Employed Women.



# Domestic Violence Education and ICSEW

By Kathy Shore  
ICSEW Vice Chair

The Governor's ICSEW has done much to promote domestic violence awareness education in the state of Washington. In 1996, ICSEW created a domestic violence traveling display and posters, as well as a resource notebook, which could be checked out by state agencies. The traveling display was made available in four regions of the state and highlighted at the 1997 Governor's Biennial Conference. ICSEW also contracted with the Gap Theatre who featured the *"Lily Loves Charlie, Okay?"* play, as a statewide training, to both employees and management, in conjunction with the Governor's Executive Order 96-05 on Domestic Violence in the Workplace.

ICSEW was a semifinalist for a national awards competition of the Ford Foundation, the John F. Kennedy School of Government at Harvard University and the Council for Excellence in Government, for their efforts to educate others about domestic violence.

More recently, ICSEW took on the challenge of confronting this topic on a more personal level. Kathy Shore, Vice Chair, was appointed by the Governor to serve on the Governor's

Domestic Violence Action Group, who met during the months of July - October 1999 and published a report entitled: "Everybody's Business." The action group was chaired by Seattle Municipal Court Judge Helen Halpert, and included representatives from police departments, DSHS, the refugee community, the Northwest Women's Law Center, the Clark County Prosecuting Attorney's Office, the Governor's Executive Policy staff, and the University of Washington.

As a survivor of domestic violence, Kathy's interest in this topic is personal. Having attended training workshops where she felt the topic was poorly presented, she felt a need to bring this issue to the forefront in ICSEW and in the workplace. With the aid of the Department of Health ICSEW Core Group, she designed a curriculum for a four-hour workshop on domestic violence, presented from a survivor's perspective.

Norm Nickle, MSW, of Hoy and Nickle Associates in Olympia, presented the issue of why men batter (instead of, why do women stay?). His presentation focused on holding batterers accountable, rather than blaming victims, with an emphasis on



confronting myths and stereotypes, explaining the differences between verbal, emotional, and sexual abuse, and helping audiences understand why this crime perpetuates.

Survivor speakers gave presentations in which they shared their personal stories, courage, strength and hope, which also challenged the stereotype of women being martyrs with low self esteem who simply "put up with it." The survivor speakers also gave concrete examples of how domestic violence does not end when one leaves an abusive relationship.

ICSEW received tremendous feedback from the workshops, including from many women who chose to leave abusive relationships as a result of attending the class. Participants have

realized that this is not an issue that goes on "out there" – but happens every single day in our communities, and finally, that this is an experience that can happen to absolutely anyone, regardless of race, ethnicity, gender, social class or level of education.

The training curriculum also addressed the role of the workplace – recognizing symptoms of domestic violence – with concrete suggestions for how the workplace can assist.

The Governor's ICSEW presented this workshop in October 1999, turning away 200 state employees. Because of the popular demand, this workshop will expand, and be presented on an annual basis during October (National Domestic Violence Awareness Month).



*These photos highlight the 1995 conference in Ellensburg (diagonal from upper left to bottom right), the 1995 transition meeting (right) and the 1999 conference in Wenatchee (upper center and lower left). ICSEW has a history of women sharing their goals and concerns while still having fun! Happy Anniversary to all former and present ICSEW members!!!*



*InterAct is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW).*

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*Photocopying, distributing and posting of this publication is strongly encouraged. This publication is available in alternate formats. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:*

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